

Developing Self Awareness - Discovery

The starting point for significant personal development is self awareness; understand who you are. This approach is designed to provide individuals with an in-depth and candid review that is then used to create a personal development plan. This approach has been applied in several organisations and is very effective at the individual and organisational level, particularly when combined with a Talent Management process.

The challenge

Ensuring that learning interventions produce effective development is critical, especially when working with senior leaders in a business. This is compounded by the fact that we naturally cover our weaknesses to protect ourselves; personal disclosure of weaknesses isn't the norm yet it is essential in order to provide individuals with the most appropriate development support. We have designed and implemented several approaches that provide a confidential, safe and supportive means of raising self awareness; identifying strengths, weaknesses and creating personal development plans for individuals.

The solution

We have developed an approach that uses a variety of tools including feedback and psychometrics to produce a range of data on each individual. This can be an off-the-shelf solution or, as with the organisations we have worked with, this can be bespoke to meet the organisation's specific requirements. We advocate that the data is shared with the individual in a confidential meeting and that the majority of the data is provided only to the individual as this provides the opportunity for candid personal disclosure without fear of the data being used outside of the Discovery process.

The results

Individuals are more self aware; they understand their strengths and weaknesses, their beliefs and attitudes and as a consequence are more effective. Each individual has a detailed plan and a strategy for developing themselves. Any organisational development themes are identified and these are used to implement organisational programmes.

One of the key outputs from this approach is that the individuals that take part feel valued and invested in; the very act of offering people the opportunity of the Discovery process creates a positive impact. If, as many do, individuals chose to share their Discovery Profiles with their coaches then this can be a very useful and powerful aspect of a coaching programme.

For further information contact us on:

tel: 01484 847346

email: info@cdldevelopment.co.uk

web: www.cdldevelopment.co.uk